



Office of Human Capital

# **Leadership & Management Development Programs Update for Supervisory Training Course**



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# At a Glance Where Agency Programs Fit



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GS   7   8   9   10   11   12   13   14   15   SES

LAM

MSFC LDS

LTI

NASA FIRST

NASA Fellowships

Leadership Development Program

Leadership & Management Development (LMD)

OPM/FEI- Leadership for Democratic Society

SESCDP

NASA Administrator's Fellowship Program

CENTER LEVEL TRAINING (Full Time Studies)

## Calendar for Development Program Calls and Selections

<http://nasapeople.nasa.gov/training/>



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Month	Calls Issued	PMAC Selections
<b>March</b>	<ul style="list-style-type: none"><li>• Agency Leadership and Management Development Programs (LMD)</li><li>• NASA Leadership Development Program (LDP)</li><li>• NASA Fellowships</li><li>• Federal Executive Institute's (FEI) "Leadership for a Democratic Society"</li><li>• NASA Foundations of Influence, Relationships, Success, and Teamwork (FIRST)</li><li>• Full Time Study</li><li>• Congressional Fellowship</li></ul>	
<b>June</b>		<ul style="list-style-type: none"><li>• Agency Leadership and Management Development Programs (LMD)</li><li>• NASA Leadership Development Program (LDP)</li><li>• NASA Fellowships</li><li>• Federal Executive Institute's (FEI) "Leadership for a Democratic Society"</li><li>• NASA Foundations of Influence, Relationships, Success, and Teamwork (FIRST)</li><li>• Full Time Study</li><li>• Congressional Fellowship</li></ul>

# Agency Development Programs



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In addition to [e-Training](#) and training available [on-site](#), there are many chances to develop at an Agency level as well. Some of these opportunities include the [Academy of Program/Project & Engineering Leadership \(APPEL\)](#) and [Leadership and Management Development \(LMD\)](#).

The [Academy of Program/Project and Engineering Leadership \(APPEL\)](#) seeks to set the standard for training and development for engineering and project management, thus providing NASA with a workforce that is first among equals and capable of achieving the highest possible level of mission success. APPEL promotes knowledge and transfer of wisdom through knowledge sharing events and publications, creates opportunities for project management collaboration through research and exchange with universities, government agencies, professional associations and industry partners, serves as a clearinghouse of world-class expertise for project teams through performance enhancement services and tools, and develops project leadership maturity through career development processes and programs.

[Leadership and Management Development \(LMD\)](#) programs are NASA's agency-wide programs devoted to leadership and management development. These programs train managers to successfully motivate their employees, manage change, and develop as the future leaders of our organization.

[Business Education Program \(BEP\)](#)

[Business Planning & Execution Simulation](#)

[Finance for non-Financial Managers](#)

[Leading Through Influence \(LTI\)](#) (New Content)

[Leadership Alignment for Managers \(LAM\)](#) (New Content)

[Strategic Business Management](#)

[Practical HR Solutions for Supervisors \(PHRSS\) Management Program \(SBM\)](#) (New Content)

# Agency Development Programs



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If you are looking to long-term development, there are development programs available on an Agency-wide level as well as at the center level. These competitive programs vary in length and requirements, and while they have different focuses, all contribute to the final scope of improving your performance and meeting your personal and organizational needs.

## NASA FIRST

Foundations for Influence, Relationships, Success & Teamwork

## **NASA Fellowship**

The [NASA Fellowship program](#) is an Agency-wide development program that seeks to align employee development with NASA's Vision and Mission. This program plays a vital role in ensuring that NASA's workforce is ready and able to lead the world in space exploration, scientific discovery, technology development, and managerial excellence by sponsoring employees' participation in various programs offered by universities such as Harvard, Carnegie-Mellon, and University of Michigan.

## **NASA Leadership Development Program (NASA LDP)**

The [NASA Leadership Development Program](#) is an Agency-wide, 12-month development program. The program is a succession-planning tool aimed at ensuring that NASA has the leaders it needs for the future.

# Agency Development Programs



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## **NASA Senior Executive Service Candidate Development Program (SESCDP)**

The [NASA Senior Executive Service Candidate Development Program](#) offers a structured approach to preparing for the recurring openings in the SES. This program, offered every other year, provides a series of intensive developmental experiences for people who are judged to have high potential for assuming executive responsibilities. These experiences include formal courses and seminars, work assignments, and individual mentoring from current SES members.

## **NASA Administrator's Fellowship Program (NAFP)**

The [NASA Administrator's Fellowship Program](#) is a two year professional development program sponsored by the Minority University Research and Education Division of the Office of Equal Opportunity Programs. This program is designed to provide NASA employees the opportunity to contribute their expertise by teaching and/or conducting research at historically black colleges and universities, Hispanic serving institutions, and tribal colleges for one academic year. The fellowship participants will then take part in a developmental assignment away from their home center for the following 9 to 15 months of the program.

# Updates



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Consolidated call

Propose March Call with June/July PMAC

- To facilitate selection of a pool of candidates for a variety of opportunities
- To streamline and consolidate work required of organizations
- To enable comprehensive consideration by management
- To enable advance budget planning
- To facilitate succession planning
- To enable more flexibility in participant scheduling

Full-Time Study Program is approved for a 1-year term. Requests for extensions beyond this period will be the exception, and must be requested in writing by the Directorate Head, addressed to the Director, Office of Human Capital. Full time study program will not consider employees working towards bachelors degree.

In the process of revising A&M Executive Development Modules

Cancellations from Agency programs remain an issue for Marshall. Enrollment in development programs should constitute a firm commitment by employee/manager (recognizing unavoidable circumstances can occur). Cancellations in programs approved by the PMAC will require notification from the Directorate Head, addressed to the Director, Office of Human Capital.

# Updates



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The new **Leadership Alignment for Managers (LAM)** Course will be offered in February 2008. It serves as a replacement for the Management Education Program (MEP) and is directly linked to NASA's vision, mission, goals and objectives. The target audience for the LAM Course is a cross agency group of GS-level 14s and 15s with formal managerial accountabilities and/or significant leadership impact. As a prerequisite, participants must have completed either an internal or external center-level leadership program prior to attending the course.

A revision of the Managing the Influence Process Program (MIP) is being updated and condensed. The new version, **Leading Through Influence (LTI)**, will be offered in January 2008. The audience for LTI will be GS-level 13s, 14s, and 15s who do not have direct supervisory or managerial responsibility.

**NEW COURSE-** Practical HR Solutions for Supervisors - DOES NOT HAVE TO BE PMAC APPROVED

**Who Should Attend:** Individuals who are first line supervisors within two years of being appointed to the supervisory position; or, individuals who actively supervise staff looking for refresher training on human resources related topics.

<http://www.leadership.nasa.gov/Development/PHRSS.htm>

New Website for all Agency Programs: <http://nasapeople.nasa.gov/training/>

Visit site for program info and requirements

LAM program participants have until 2009 for completion



## Full Time Study



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The Full-Time Study Program provides MSFC employees the opportunity to concentrate on graduate academic training to enhance their present and future job efficiency.

The program last from 120 days to 1 full year.

Full salary, benefits and travel (one round trip) are paid by the employee's organization

Tuition, registration, and laboratory fees are paid by the Organization & Leadership Development office.

To apply: A call for nominations will be announced during the first quarter of each fiscal year.

Directors of each directorate are ask to nominate employees from their directorate and submit nominees to HS10/Chris Robinson on MSFC form 3702 (Resume for MSFC-Sponsored Full-Time Study Program)

In addition to MSFC 3702 provide supporting data, which can be found @ <http://ohc.msfc.nasa.gov/old/>.

Candidates must full-time, permanent employees with one year of service at Marshall Space Flight Center. Approved program of study are typically at the graduate level in a technical specialty field that will meet current or future center needs